

Kalamazoo County Early Childhood Education Pre-Apprenticeship and Apprenticeship Program



Why Early Childhood Education?

✓ In demand industry?

Every industry supported by child care industry

INDUSTRY TRENDS – Kalamazoo County

- Professional and business services employment in the Kalamazoo area has increased every year since 2010, adding 3,200 jobs over this period to 17,300 in 2016.

✓ Employer Need

✓ Stackable credentials

PARTNERS

Employers

- Child Care Resources
- Kalamazoo County Ready 4's
- Kalamazoo Regional Educational Service Agency
- Mt. Zion Baptist Church
- New Genesis, Inc.
- YWCA of Kalamazoo

Workforce Development

- Michigan Works! Southwest
- Youth Opportunities Unlimited

Education Providers

- Child Care Resources
- Kalamazoo RESA/Education for Employment (CTE)
- Kellogg Community College
- Youth Opportunities Unlimited

US Department of Labor

Kalamazoo Promise

Kalamazoo County Early Childhood Education Apprenticeship

Program

Level 1A: School-to-Registered Apprenticeship

*Knowledge and
Comprehension
Goal: Start CDA Education
and Pre-Employment Skill
Development*

- **270 hours total**
 - Work experience (Paid/Unpaid) - **216 hours**
 - Intro to Education - **54 hours**
 - Employability Skills - **Incorporated into Education hours**

Level 1B: Pre-Apprenticeship

*Knowledge and
Comprehension
Goal: Start CDA Education
and Pre-Employment Skill
Development*

- **200 hours total**
 - Work experience (Paid) - **150 hours**
 - Intro to Education - **20 hours**
 - Employability Skills - **30 hours**

Level 1C: Direct Entry into Apprenticeship

*Goal: Expands Number of
Individuals Eligible for
Apprenticeship
and Expedites Placement
with Employer*

- **Zero hours total prior to Level 2**
 - Work experience-**150 hours added to total hours of related employment in Level 2**
 - Intro to Education- **20 hours added to Level 2 CDA Education Component**
 - Employability Skills – **30 Incorporated into Employment and Education hours (Total of 200 hours)**

Level 2: Development

*Knowledge and
Comprehension
Goal: Earn CDA*

- **700 hours total**
 - Work experience-**320**
 - Portfolio-**60**
 - Education-Child Care Resources - **144**
 - CPR-8
 - Understanding Principles of Child Development and Learning - 20
 - Supporting Children's Social and Emotional Development-18
 - Advancing Children's Physical and Intellectual Development-18
 - Observing and Recording Children's Behavior- 18
 - Plan a Safe and Healthy Learning Environment- 14
 - Building Productive Relationships with Families-18
 - Maintaining a Commitment to Professionalism -18
 - Managing an Effective Program - 12

* Up to 270 hours of the 700 hours in Level 2 may be earned at Level 1A and up to 200 of the 700 hours may be earned at Level 1B

Level 3: Achieving

*Application and Some Analysis
Goal: Earn ECA Certificate*

- **1300 hours total**
 - Professional Development
 - Reflective Supervision
 - Training
 - Work experience
 - Understanding Principles of Child Development and Learning-200
 - Supporting Children's Social and Emotional Development-200
 - Advancing Children's Physical and Intellectual Development-200
 - Observing and Recording Children's Behavior-200
 - Planning a Safe and Healthy Learning Environment-100
 - Building Productive Relationships with Families-200
 - Maintaining a Commitment to Professionalism-100
 - Managing an Effective Program-100

Child Development Associate (CDA) Credential

- ✓ Nationally recognized certification
- ✓ 480 hours of experience working with children
- ✓ 120 clock hours of educational training
- ✓ Educational training can be obtained at community colleges or through other training organizations

Child Development Associate (CDA) Certification

Minimum of 120 educational hours in the following areas:

- Understanding Principles of Child Development and Learning- 20
- Supporting Children's Social and Emotional Development-18
- Advancing Children's Physical and Intellectual Development-18
- Observing and Recording Children's Behavior-18
- Planning a Safe and Healthy Learning Environment- 14
- Building Productive Relationships with Families-18
- Maintaining a Commitment to Professionalism -18
- Managing an Effective Program -12

Child Development Associate (CDA) Certification

T.E.A.C.H. Early Childhood® MICHIGAN addresses two major challenges in the early education and care field – low wages and high turnover.

T.E.A.C.H. Eligibility Requirements:

- Work a minimum of 20 hours per week in a licensed child care center, group home or registered family home
 - Earn \$17.00 or less per hour
 - Remain employed for at least 6 months after receipt of CDA credential
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Scholarship Supports:

- 85% of the cost of one CDA credential
- A bonus of \$200 or \$300 after receipt of CDA credential
- A formal observation by a Professional Development Specialist
- An online test taken at a Pearson Vue Testing sit

Employability Skills Training

Over 40 Competencies:

- Career Pathway Development
- Workplace Communication
- Leadership and Self-Development Competencies
- Life Survival Skills
- Job Retention
- Personal Skills

The above competencies may be covered in education component and/or work experience component